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Salish Sea Stewards Program 2018 Final Report



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Skagit County Marine Resources Committee

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SALISH SEA STEWARDS PROGRAM 2018 COORDINATION FINAL REPORT

This report satisfies the final deliverable for Skagit County Contract #C20180107 between Skagit County and Natural Resources Consultants (NRC) for the coordination of the Salish Sea Stewards 2018 training and program support. The project period was January 22, 2018 through September 30, 2018. Joan Drinkwin, Associate Partner, NRC served as the program coordinator and was responsible for planning, promoting, and implementing the Salish Sea Stewards volunteer training program, recruiting and coordinating volunteers, and continued volunteer support, communications and engagement under the guidance of the Skagit Marine Resources Committee (MRC) Salish Sea Stewards Advisory Committee and MRC Staff.

In addition to the training, the program coordinator coordinated and recruited volunteers to help with Skagit MRC projects and special events and kept the volunteers engaged through “The Wave” electronic newsletter and by maintaining the Salish Sea Stewards social media presence. The program coordinator was also be responsible for tracking volunteer hours recorded in Volgistics, our online volunteer hour reporting database.

The tasks for the contract generally fell within three key areas: training, volunteer support, and communications. This report details activities under each area and provides a section on ‘lessons learned’ and recommendations for the program moving into the 2019 training.

Appendices include the final class training schedule and the final class roster. Photos in .jpg format are sent as a link to a Dropbox folder at https://www.dropbox.com/sh/bq6v5n2h6exmn1k/AABg7gGmXYj-rUqVEJYd_Ft-a?dl=0. A final report of the results of the training evaluation was sent under separate cover. A thumb drive of all class materials and photos will be provided to the Skagit MRC coordinator by mail.

PROJECT ACTIVITIES

TRAINING

PREPARATION, RECRUITMENT AND PROMOTION

The program coordinator reviewed materials from previous years’ training after being provided with hard copies and electronic archives in Dropbox and a jump drive. Previous class evaluations were reviewed. The program coordinator met with the Salish Sea Stewards Advisory Committee to review past speakers and determine which subjects and speakers should be pursued for the training.

Invitations to present to the SSS training class were sent to approximately 40 speakers with assistance from Pete Haase and Gina Johnson. Secured confirmations from 28 speakers. For the 2018 training. See attached curriculum schedule with confirmed speakers and topics. The program coordinator worked with Snohomish WSU Beach Watcher coordinator, Chrys Bertolotto to coordinate a full day merged training on Climate Change, Ocean Acidification, and Eelgrass for April 18 at the Padilla Bay Reserve.

The program coordinator collaborated with Pete Haase to consolidate additional out-of-the-classroom training opportunities. Pete developed a large list of opportunities and developed individual opportunities sign-up sheets with formatting assistance.

The program coordinator secured the Padilla Bay Reserve for all class times and also reserved the Fidalgo Bay Resort and the West Beach shelter at Deception Pass State Park for two classes. Sign-in sheets, snack sign-up and cleanup sheets were developed.

A poster announcing the 2018 training was developed (see attached). 50 posters were printed and distributed to volunteers from FOSB for posting at Breazeale Interpretive Center – Padilla Bay NERR, Bay View Civic Club, Starbucks on Cook Road, Fred Meyer's, Burlington Chamber of Commerce Building, Burlington Library, and Burlington Senior Center. A press release was produced with input from Skagit MRC staff (see attached). The press release was distributed to 15 media outlets, community listservs and events calendars. The attached promotion contact list shows where the press release was sent and known results. Articles appeared in the Skagit Valley Herald, February 8; the Anacortes American, February 13; and the Clamdigger February 15. See Communications section for links to articles.

Thirty citizens enrolled in the 2018 SSS training. Confirmation emails were sent to the applicants notifying them that they were registered for the class and encouraging them to subscribe to The Wave and engage on the Facebook page. Background checks were completed for all of the applicants. Eventually, five of the enrolled participants either dropped out or never came to a class. The final roster of participants who completed all the training included twenty-five participants. See attached class roster.

The program coordinator has fielded a couple calls from people interested in being Salish Sea Stewards, directing them to subscribe to The Wave and watch for news of the 2019 training. A waiting list for the 2019 training was started and provided to the Skagit MRC coordinator.

TRAINING EXECUTION

Ten class trainings were held March 20 and 27, April 3, 10, 18, and 24 and May 1, 8, 15, and 22. See the attached class curriculum for a full list of topics, speakers, field activities, and locations of classes. The program coordinator developed class learning objective for each class, based on the speakers. These learning objectives were presented to the class at the start of each class and were included on the speaker evaluations. All speakers scheduled came and presented. All presentations were well-received, and speakers received high praise on evaluations.

The March 27 class included a hands-on intertidal monitoring component that the participants really enjoyed. The April 3 class included a 2-minute beach clean out on the beach at Padilla Bay. The April 10 class was held at Fidalgo Bay Resort and included a welcome from Samish tribal elder Rosie James and a hands-on forage fish spawning demonstration. The April 18 was a joint class with Snohomish WSU Beach Watchers. It was very successful to have the two classes together. This class included a hands-on field trip to the mudflats. The April 24 class was held at the West Beach shelter at Deception Pass Park and included a beach walk and discussion at Bowman Bay. The May 15 class included a hands on exercise to practice Crabber Outreach techniques.

The final class included Volgistics training. Rachel Best and Betty Cartaret developed some brief instruction sheets that were distributed to the class. Then there was a potluck and slide show and certificates, buttons, and t-shirts were distributed.

All speakers were provided with a thank you gift of notecards provided by Friends of Skagit Beaches. Individual speaker evaluations that included class learning objectives were developed for each class. During each class, all participants filled out an evaluation for the class speakers. Speaker evaluations were provided under separate cover.

A Dropbox folder was created for the class. A link to this folder was provided after each class. The folder contained all presentations given. It also contained photos taken by the program coordinator, the class schedule, website resources, and a list of volunteer opportunities. This Dropbox folder was accessed approximately 172 times. Class participants accessed the folder an average of 7.48 times. The folder was active until September 15. Notice was given in several issues of The Wave prior to deleting the folder.

The program coordinator developed a final class evaluation after reviewing past evaluations, both class specific and exit evaluations and consulting with Susan Russell, a volunteer with evaluation experience. Of twenty-five participants, twenty-three (23) completed the final training evaluation. Most filled the evaluation out on the final day of training, May 22, 2018. Three participants sent them in by mail. A report of the evaluation results, including a spreadsheet of all responses, was sent under separate cover.

Candace Trusty, a 2017 Salish Sea Stewards graduate, assisted the program coordinator during several classes and helped to compile evaluation results. Other alumni provided welcome assistance with coffee and hospitality during all classes.

VOLUNTEER SUPPORT

VOLGISTICS

The program coordinator met with Betty Carteret to receive training on Volgistics. Reports of volunteer hours were run for each month after the training concluded.

Class of 2018 graduates have logged 1,167 volunteer hours in Volgistics from March through September 2018 for an average donation of 53 hours. Ten graduates have already completed their commitment to donate 50 hours back to the community. Twenty-one of the twenty-five graduates have logged some hours in Volgistics. One graduate is not yet registered in Volgistics.

Service hours for the new class are summarized below:

Volunteer	Hours
Anderson, Ellen	22.00
Barger, Russ	65.00
Barnard, David	0.00
Bavis, Renee	14.00
Flynn, Peggy	0.00
Fournier, Dale	182.67
Harrah, Tony	26.75
Hesser, Anna	36.33
Holahan, Sara	24.00
Klopfer, Don	41.00
Lord, Robert	18.50
Magee, Joan	118.50
McCarthy, Carolyn	64.25
Murphy, Bill	26.58
Nevitt, Janet	84.08
Nevitt, Jon	57.17
Niblack, Natalie	37.00
Oras, Mike	40.75
Raisler, Richard	58.00
Rice, Leah	27.50
Rooks, Heidi	64.33

Volunteer	Hours
Rousseau, Mette	20.25
Selvig, Jennifer	30.50
Smith, Darla Gay	108.00

2018 class graduates volunteered on over 35 different programs, with Heron Observation and Monitoring, Forage Fish Sampling, and the Swinomish Crab Monitoring garnering the three highest volunteer hours. These top three program were followed closely by BEACH Monitoring, Fidalgo Bay Day, and Intertidal Monitoring. Hours and programs are summarized below:

Service Assignment	Hours
Heron Observation & Monitoring Team	171.66
Forage Fish Sampling	148.42
Swinomish Crab Monitoring	73.24
BEACH Monitoring	72.07
Fidalgo Bay Day	58.08
Intertidal Monitoring	57.17
Education Program Support	31.75
Skagit Plastic Project	30.42
Front Desk Support	29.5
Bull Kelp Kayak Surveys	25.75
Skagit Fisheries Enhancement Group	25
Monofilament/Fishing Line Recovery & Recycling	24
Native Oyster Restoration	23.5
Catch More Crab	23
Ocean Acidification	22.5
COASST Marine Debris Survey	21
FBARCSC Meetings & Work	20.08
Lecture Series	20
Marine Biotxin Sampling	19.16
Skagit Land Trust	18.5
Skagit Conservation District	16
Shoreline Clean-ups	15.5
FBAR Presentations	13.5
FBAR Intertidal Monitoring	10.5
Forage Fish Interpretive Station	10
MRC Meetings	10
Restoration Stewards	9
Woody Debris monitoring	5.75
FOSB Meetings	5.5
Skagit Salmon Festival	5
FOSB/Trail Tales Presentations	4
Heron Camera Monitor	4
Skagit Conservation Education Alliance (SCEA) Support	4

Service Assignment	Hours
MRC Event/Workshop Support	3.25
Zero Waste	3
COASST	2
Bird Monitoring/Survey	1.5
Samish/Swinomish Clam surveys	1.5

The Salish Sea Stewards Program as a whole, including alumni of previous years' trainings, donated 7,423 hours from October 1, 2017 through the end of September 2018. This represents more than three full-time positions. Since the beginning of the Skagit Beach Watcher program through all the Salish Sea Stewards trainings, volunteers have donated 23,888 hours over approximately four years.

VOLUNTEER OPPORTUNITIES COMMUNICATION

Volunteer opportunities were distributed at each class. At the final class, all previously presented volunteer opportunities were again presented for the class to sign up. Many took advantage of this as they may have missed a class or wanted to wait to sign up for things. The program coordinator followed up with two participants who hadn't signed up for anything and is confident they are on track to find good fits for volunteering (both have already been volunteering). The program coordinator then forwarded the names of interested volunteers to the volunteer opportunity contact person, requesting follow up, and copying the interested volunteer to ensure they were connected.

The 25 opportunities publicized on the class sign-up sheets were:

1. Beach Cleanups
2. Bowman Bay/Cornet Bay plants stewardship
3. Fidalgo Bay Aquatic Reserve Bird Monitoring
4. Fidalgo Bay Aquatic Reserve Citizen Stewardship Committee
5. Fidalgo Bay Aquatic Reserve Intertidal Beach Monitoring
6. Forage Fish Interpretation/Outreach
7. Friends Of Skagit Beaches
8. Heron Foraging Monitor and Recording
9. Intertidal Beach Monitoring outreach and interpretation
10. Monofilament Fish Line Recovery and Recycle
11. Skagit Marine Resources Kelp Monitoring and Surveys
12. Skagit Marine Resources Committee Beach Restoration Monitoring
13. Skagit Marine Resources Project for Crabber Outreach
14. Skagit Marine Resources Fidalgo Bay Day
15. Skagit Marine Resources Forage Fish Surveys
16. Skagit Marine Resources Native (Olympia) Oyster Restoration
17. Outreach for Skagit Marine Resources (MRC) Committee
18. Skagit Marine Resources Salish Sea Stewards Training support
19. Skagit Conservation District
20. Skagit Fisheries Enhancement Group
- 21.1 Skagit Land Trust
22. Wolf Hollow Wildlife Rehabilitation Center
23. ZeroWaste
24. Padilla Bay National Estuarine Research Reserve
25. Whale Scouts

Approximately 130 individual sign-ups occurred using these sheets. Individuals who expressed interest in these opportunities are included in an attached Class Roster excel spreadsheet.

Volunteer opportunities were regularly promoted in issues of The Wave and on Facebook.

VOLUNTEER SUPPORT/COORDINATION

In May, the program coordinator helped to facilitate announcements for Ocean Acidification monitoring being organized by DNR through communication with a volunteer and Eleanor Hines (Whatcom MRC). Two Salish Sea Stewards from the 2018 class are participating: Mike Oras and Natalie Nibleck.

In June, Phyllis Bravinder requested that the program coordinator help with sorting out responsibilities related to the kelp monitoring in Skagit County. The program coordinator communicated with Suzanne Schull and Emily Bishop at the Northwest Straits Commission to understand the current strategy for volunteer support. The program coordinator communicated with Skagit kelp monitors, Brad Smith and Bob Weathers to ensure they could train new volunteers. She then communicated with each interested volunteer to gauge continued interest and availability. The program coordinator then assisted in matching volunteers interested in kelp monitoring with Brad and Bob.

Four of the 11 volunteers on the 'interested volunteers' list responded that they were still interested and available: Mike Oros, Joan Magee, Brian Walker, and Megan Maillet. The program coordinator e-introduced them to Brad and Bob, letting them know that they need to coordinate with each other independently. The program coordinator followed up to ensure that interested volunteers can participate in kelp monitoring. As of the end of the project period, Joan Magee has been regularly volunteering as a kelp monitor.

The program coordinator responded to a request from Nate Biletznikoff, Shell Refinery, to assist in coordinating a beach cleanup at Crandall Spit. The program coordinator connected with Betty Carteret, Friends of Skagit Beaches, because Betty has been spearheading beach cleanups and just completed one at the Custom Plywood site. Ultimate coordination of the cleanup was done by Dale Fournier and Leah Rice, with help from Callie Martin, Skagit County Public Works, and Nate Biletznikoff. The cleanup happened on September 24 and was very successful, with at least 25 volunteers participating.

The program coordinator also provided support for the debris sorting and data collection opportunity for the following day. The program coordinator secured the barn at Padilla Bay for that work. The program coordinator developed Facebook posts and poster for both the cleanup and the data collection and has promoted both volunteer opportunities in The Wave and forwarded posts to partners for their use.

SALISH SEA STEWARDS GATHERINGS

The program coordinator coordinated with Betty Carteret to help with the June 12 picnic, which was hosted by Friends of Skagit Beaches. Betty gave the program coordinator a couple minor jobs, which she completed. The program coordinator also attended the picnic and gave an update on the plans for the Salish Sea Stewards 2019 training. Approximately 30 people attended.

The program coordinator Coordinated with Nate Biletznikoff at Shell and Rachel Best to host a quarterly Salish Sea Stewards gathering at the Crandall Spit Community Center immediately following the beach cleanup on Monday, September 24 from noon – 1:30PM. Approximately 30 people attended the gathering. Shell provided lunch catered by Gere-a-deli. Pete Haase assisted with Zero Waste bins for the event

Callie Martin spoke to the group about the Skagit County recycling program and the changes in the recycling world since China has stopped taking contaminated recycling. Betty Cartaret gave an update on the new Friends of Skagit Beaches recycling education grant. Rachel Best hosted the gathering representing the Salish Sea Stewards Program and the Skagit MRC and gave a brief update about the Salish Sea Stewards Program from the MRC perspective.

COMMUNICATIONS

The program coordinator met regularly with Salish Sea Stewards Advisory Committee. She kept the Advisory Committee members and Skagit MRC coordinator informed of progress throughout the project period. Meetings took place in person or by conference call.

Monthly progress reports were submitted with all invoices to the Skagit MRC coordinator. Quarterly reports were submitted March 31 and June 30.

THE WAVE

The program coordinator coordinated with the Program Advisory Committee, Jen Herron, and Rachel Best to ensure The Wave was published every two weeks. Rachel Best led this effort through June 2018, sending the program coordinator drafts of each issue prior to publication. After June, the program coordinator took over the publication of The Wave. Volunteers to lead publication of the The Wave and post to Facebook were sought using The Wave and Facebook but as of September 30, no volunteer has stepped up to do this. Rachel Best has committed to publishing The Wave and posting on Facebook starting in September until the program can hire a new program coordinator.

All the current Salish Sea Stewards have subscribed to The Wave.

The Wave was published electronically on the following dates:

January 24 <https://mailchi.mp/5ff2566d4ca3/the-wave-news-and-volunteer-opportunities?e=d561662bab>

February 10 <https://mailchi.mp/f20505c8b039/the-wave-646705?e=d561662bab>

February 23 <https://mailchi.mp/7eafdef9a324/the-wave?e=d561662bab>

March 9 <https://mailchi.mp/34df7af69820/the-wave?e=d561662bab>

March 23 <https://mailchi.mp/6dbad8c46b7c/the-wave-3-23-2018?e=d561662bab>

April 6 [https://mailchi.mp/243569b13d61/the-wave-volunteer-opportunities-for-april-6-2018?e=\[UNIQID\]](https://mailchi.mp/243569b13d61/the-wave-volunteer-opportunities-for-april-6-2018?e=[UNIQID])

April 20 <https://us10.campaign-archive.com/?u=939da68c0cf554cbcc3364228&id=e0fd430f35>

May 5 <https://mailchi.mp/fc9b735604f4/the-wave-5-4-2018?e=d561662bab>

May 18 <https://mailchi.mp/e4342e190efb/the-wave-volunteer-opportunities-for-salish-sea-stewards?e=d561662bab>

June 1 <https://mailchi.mp/4afbeb30baaf/volunteers-opportunities-for-salish-sea-stewards?e=d561662bab>

June 22 <https://mailchi.mp/ed2ac5894e4d/volunteer-opportunities-for-skagit-salish-sea-stewards?e=d561662bab>

July 6 <https://mailchi.mp/75596f664774/the-wave-woot-tons-of-late-breaking-volunteer-opportunities?e=d561662bab>

July 19 <https://mailchi.mp/67ea1b13ceb3/the-wave-volunteer-opportunities-and-news-you-can-use?e=d561662bab>

August 3 <https://mailchi.mp/04d674717b11/wave-volunteer-opportunities?e=d561662bab>

August 17 <https://mailchi.mp/d9c715346958/volunteer-opportunities-lots-to-do?e=d561662bab>

August 31 <https://mailchi.mp/69ee5814202e/summers-end-tons-of-volunteer-opportunities?e=d561662bab>

September 14 <https://mailchi.mp/df3d7b539e11/the-wave-volunteer-opportunities-and-more?e=d561662bab>

September 28 <https://mailchi.mp/3100d209bcd9/wave-volunteer-opportunities-and-news-you-can-use?e=d561662bab>

A special email alert was sent out on June 8 to encourage volunteers to help the Northwest Straits Foundation for pre-restoration monitoring at Kukatali Preserve: <https://mailchi.mp/220c9f5da5ae/fun-late-breaking-volunteer-opportunity?e=d561662bab>

The September open rate for the WAVE averaged 35.7% for the two issues published, well above the industry average of 16.5% for Education and Training electronic newsletters. Average click (when reader clicks on a link) rate was 1.7%, comparable to the industry average of 1.8%. The most frequently accessed links were those of Volistics, and the Skagit MRC calendar.

The program coordinator created a separate email list within MailChimp comprised of only individuals who are trained Salish Sea Stewards (or Beach Watchers). The master list was obtained from Jen Herron and recent graduates were added. Special appeals to the Salish Sea Stewards contact list were sent to recruit volunteers for jobs during Fidalgo Bay Day and to encourage attendance at Salish Sea gatherings. Appeals were sent:

August 6 [https://mailchi.mp/c43f5068f88e/help-needed-for-fidalgo-bay-day-september-15?e=\[UNIQID\]](https://mailchi.mp/c43f5068f88e/help-needed-for-fidalgo-bay-day-september-15?e=[UNIQID])

September 5 <https://us10.admin.mailchimp.com/campaigns/show?id=702389> and

September 11 <https://us10.admin.mailchimp.com/campaigns/show?id=703885>

September 18 [https://mailchi.mp/f764c08894d0/please-rsvp-for-the-salish-sea-stewards-gathering-sept-24?e=\[UNIQID\]](https://mailchi.mp/f764c08894d0/please-rsvp-for-the-salish-sea-stewards-gathering-sept-24?e=[UNIQID])

There are currently 513 subscribers to the WAVE, and 180 subscribers on the Salish Sea Stewards list. The program coordinator has been slowly purging names of subscribers that bounce back because they are undeliverable.

MEDIA

There were several articles about the training and the Salish Sea Stewards program published during the project period. The program coordinator provided Jaqueline Allison, of the Anacortes American, with information and photos about the 2018 training class and contact names of Anacortes graduates. Jaqueline interviewed Peggy Flynn and Mike Oras. The article was published in the Anacortes American June 20 and posted online June 29.

An article appeared in the Skagit Valley Herald about Fidalgo Bay Day. An article appeared in the Skagit Valley Herald about the Crandall Spit cleanup.

Links to articles:

Skagit Valley Herald, February 8, 2018, https://www.goskagit.com/news/local_news/applicants-sought-for-salish-sea-stewards-program/article_857092f3-436e-5726-bd1f-7550873dd374.html?utm_medium=social&utm_source=email&utm_campaign=user-share

Anacortes American, February 13, 2018, https://www.goanacortes.com/news/article_ac78a07c-1118-11e8-81c7-b367267ab31f.html?utm_medium=social&utm_source=email&utm_campaign=user-share

Anacortes American, June 20, 2018, https://www.goskagit.com/anacortes/arts_and_community/salish-sea-stewards-graduates/article_1edb1d1c-7af4-11e8-b850-139edc043c1a.html

Skagit Valley Herald, September 16, 2018, https://www.goskagit.com/news/local_news/getting-a-glimpse-of-fidalgo-bay/article_0447dbbd-b968-51cd-a24d-7d7824eb6ea7.html

Skagit Valley Herald, September 25, 2018, https://www.goskagit.com/news/local_news/volunteers-gather-marine-debris-at-crandall-spit/article_f2166546-6877-59bf-b635-3075c1af2182.html

FACEBOOK AND WEBSITE

The Coastal Volunteer Facebook page was edited and changed to the Salish Sea Stewards Program Facebook page. The logo and address were updated. At least weekly posts have been made throughout the project period. Upcoming speakers and class activities were highlighted on the Facebook posts during the class training. Afterwards, volunteer opportunities and posts about partner organizations and Skagit MRC events were featured. Posts frequently tagged the Skagit Valley Herald and the Anacortes American, to increase media awareness of the program.

The page had 164 followers as of the end of February. In September, the page had 218 followers. This represents an increase of 33% over the project period. Upcoming speakers and class activities were highlighted on the Facebook posts during the training. Subsequent posts featured more volunteer opportunities, press coverage, and news about the Skagit MRC and other partners. Posts frequently tagged the Skagit Valley Herald and the Anacortes American, to increase media awareness of the program.

<https://www.facebook.com/SalishSeaStewards/>

The website update for the website of the Coastal Volunteer Partnership was delegated to staff of Padilla Bay Reserve. As of the end of this project period, no updates to that page were completed. The page is now defunct. The Skagit MRC website was updated to promote the new training and has been updated periodically to promote the program and provide news and updates about the program. The Skagit MRC website also includes a useful calendar link that includes all pertinent volunteer activities publicized in The Wave.

LESSONS LEARNED

TRAINING

In developing the training curriculum and schedule, the program coordinator attempted to group speakers around general themes, such as 'Marine Debris.' This proved challenging due to speakers' availability, though it did work during some weeks.

In general, participants had very positive reviews of the training. The qualifications of the presenters were appreciated, as was the facility. Field trips and hands on activities were most popular.

Having a Dropbox folder with all class materials available for download was efficient. The Dropbox folder was accessed frequently by participants.

A particularly effective tool used in the training was providing the class with volunteer opportunity sign-up sheets that related to the presentations featured in each class. Over the first several classes, from three to five sign-up sheets were provided to the class. All the sign-up sheets were provided again during the last class. All participants signed up for at least one of the volunteer opportunities offered. The program coordinator contacted the opportunity leads after each class and provided them with contact information of the volunteers who signed up for their opportunity. The participants were also copied on these emails to connect the volunteers with the opportunity leads. Very positive responses were received from several the volunteer organizations, expressing gratitude that the Salish Sea Stewards program was helping them recruit volunteers.

VOLUNTEER SUPPORT

Supporting volunteers is an elastic task. It can take as little or as much time as is set aside for it. Therefore, it is critical that the program coordinator and the program advisory committee set clear limits on the amount of time or effort devoted to this task.

During this project period, supporting the kelp monitoring took up significant time of the program coordinator. The reason for this is that there was no clear lead for the Skagit MRC kelp monitoring who was on board to connect new volunteers with veteran volunteers. The Northwest Straits Commission (NWSC) only committed to providing the necessary waiver and data forms, and to collecting the data. The NWSC did not conduct any formal training, nor did it commit to coordinating volunteers. The Skagit MRC lead did not have a clear job description. Therefore, the task of connecting new volunteers with veteran volunteers fell to the program coordinator.

The contract hours left after the training did not allow the program coordinator to attend any volunteer activities. This did not pose a problem to the success of the events, since the program coordinator was not the lead for executing any volunteer activities.

COMMUNICATIONS

For the training participants, creating an email group was an effective way to communicate before and after each session.

The active Salish Sea Stewards MailChimp email list is an effective tool, used sparingly, to recruit volunteers and to communicate with program participants.

The WAVE is recognized as a good tool for volunteer recruitment, with several partner organizations sending in regular flyers and information related to volunteer opportunities.

The Facebook page has limited reach but is a low-effort vehicle to keep the program in the public eye and engage program participants. However, obtaining high quality, well composed, photos from volunteer events is challenging.

The website of the Coastal Volunteer Partnership was never updated and is now defunct.

RECOMMENDATIONS

TRAINING

The training program was very successful. It was based on a model that has been used and refined over many years. A few minor changes and tweaks based on the Skagit County community needs and demographics will improve the program for 2019. The following recommendations for improving the Salish Sea Stewards training program are drawn from the attached Salish Sea Stewards Program 2018 Training Evaluation Results.

1. Provide training in Volgistics half way through the class, rather than on the last day. This will allow participants who start volunteering right away to log their hours. It would provide class time to ask and answer questions, which would benefit all the participants.
2. Continue the provision of volunteer opportunities as done during this class, as this was very successful and allowed the coordinator to monitor who was signing up for things and who might not be finding opportunities to their liking.
3. Include hands-on or field components to as many classes as possible, as these were the most popular kinds of learning.
4. Increase the opportunities to converse about class topics, leaving more time for questions and discussions amongst the participants.

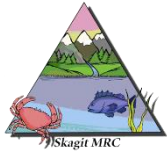
VOLUNTEER SUPPORT

The following recommendations are based on a model that includes a reduction of program coordinator time spent on volunteer support, with an emphasis on volunteer engagement and reliance on partner organizations to coordinate and organize their own volunteer opportunities.

1. Volunteers or other partner organizations should lead on all volunteer activities, so that the program coordinator's time is used sparingly on this task.
2. Volunteer support should be limited to connecting volunteers with opportunity/activity leads and assisting in publicizing volunteer opportunities through the WAVE and social media
3. Volunteers should receive prompt and clear responses to their questions and requests for support. The salishseastewards@gmail.com email account is an effective central communication point. It should be monitored by one person designated to the task at least once every two days or so. The program coordinator is the most appropriate person to take this on. When the program does not have a coordinator, it should be the Skagit MRC Salish Sea Stewards program lead.
4. The program coordinator and the program advisory committee should be very clear about how much time the coordinator is expected to devote to supporting volunteers and clearly define the work associated with this task.
5. Recognize that it is not necessary for the program coordinator to attend volunteer events. However, it is recommended that the coordinator attend the quarterly social and continuing education events if possible.

COMMUNICATIONS

1. Publication of the WAVE and social media posts could be done by volunteers. However, the program coordinator should review the WAVE before it is published. Facebook posts should have some guiding criteria, such as: related to the Skagit MRC, Northwest Straits Initiative, Salish Sea Stewards Program, or partners organizations. This will avoid random posting of 'interesting' articles, etc. which will dilute the focus of the page.
2. The Salish Sea Steward Program should rely wholly on the website of the Skagit MRC, as the Coastal Volunteer Partnership website is non-functional. It is necessary for the program to have control over its website to ensure that information is accurate, up-to-date, and relevant. Skagit County MRC website is kept up-to-date and features the Skagit MRC calendar, which is a popular link in the WAVE.
3. Hold periodic gatherings of Salish Sea Stewards volunteers quarterly (September, December, March, June) and include in those gatherings an engaging opportunity for further educations, preferable in the field.
4. The program email: salishseastewards@gmail.com should be used as the central email for program communications.

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APPENDICES

TRAINING AGENDA

Curriculum 2018 Salish Sea Stewards Program					
Date	Theme	Time	Title	Speaker	Organization
March 20 Location: Padilla Bay Reserve	Welcome to the Salish Sea Stewards Class of 2018	1:00-1:15	Welcome, logistics	Joan Drinkwin	NRC
		1:15-2:00	Introductions, Ice breaker	Joan Drinkwin	NRC
		2:00-2:15	Welcome from PBNERR	Susan Wood	PBNERR
		2:15- 3:00	History of Puget Sound Protection and the NWSI	Nan McKay	NWSC
		break	Break		
		3:10-3:55	Importance of Citizen Science and NWSF	Caroline Gibson	NWSF
		break			
		4:10-4:40	Salish Sea Stewards and the Skagit MRC	Morty Cohen	Skagit MRC
		4:40- end	Wrap up	Joan Drinkwin	NRC
March 27 Location: Padilla Bay Reserve	Nearshore Species & Habitats	1:00-1:15	Announcements	Joan Drinkwin	NRC
		1:15-2:15	Nearshore Birds of the NW Coast	Tim Manns	Skagit Audubon
		2:15-2:25	break		
		2:25-3:20	History of Padilla Bay	Glenn Alexander	Retired PBNERR
		3:20-3:25	break		
		3:25-4:10	Intertidal Monitoring	Jason Morgan	NWSF
		4:10-5:00	Intertidal monitoring demonstration	Jason Morgan	NWSF
April 3 Location: Padilla Bay Reserve	Water Quality & Marine Debris	1:00-1:10	Announcements	Joan Drinkwin	NRC
		1:10-2:10	2 minute beach clean activity	Joan Drinkwin	NRC
		2:10-3:00	Marine Debris and Plastics	Heather Trim	Zero Waste Washington
		3:00-3:10	break		
		3:10-3:55	Skagit Water Quality	Rick Haley	Skagit County
		3:55-4:05	Break		
		4:05-4:50	Pollution ID & Correction	Karen DuBose	Skagit County PIC

		4:50	Wrapup	Joan Drinkwin	NRC
April 10 Location: RV Park	Marine Species	1:00-1:15	Announcements	Joan Drinkwin	NRC
		1:15-2:15	Marine Mammal Disentanglement	Casey Mclean	SR3
		2:15-2:25	break		
		2:25-3:25	Forage Fish	Dayv Lowry	WDFW
		3:25-3:35	break and quick reminders		
		3:35-5:00	Forage Fish monitoring demonstration Pop up Display	Pete Haase	Skagit MRC FOSB
April 18 Location: Padilla Bay Reserve	Climate and Ocean Change	9:00-10:45	Climate Change	Betty Carteret	FOSB
		10:45-11:00	Break & clean up		
		11:00-12:00	Ocean Acidification	Brooke Love	WWU
		12:00-1:00	Lunch, Exhibit viewing, Gear up		
		1:00-2:30	Eelgrass Field Activity	Susan Wood	PBNERR
		2:30-3:00	Break & clean up		
		3:00-4:00	Eelgrass Field Work	Susan Wood	PBNERR
April 24 Location: West Beach Shelter	Nearshore Restoration	1:00-1:15	Announcements	Joan Drinkwin	NRC
		1:15-2:15	Coastal Process	Hugh Shipman	Ecology
		2:15-3:00	Nearshore Restoration	Lisa Kaufman	NWSF
		3:00-3:10	break		
		3:10-3:40	Bowman Bay Restoration	Lisa Kaufman	NWSF
		3:40-4:00	travel to Bowman Bay		
		4:00	Beach/plant walk	Lisa Kaufman	NWSF
May 1 Location: Padilla Bay Reserve	Historical Perspectives	1:00-1:15	Announcements	Joan Drinkwin	NRC
		1:15-2:05	History of Deception Pass State Park	Jack Hartt	retired, WA State Parks
		2:05-2:10	break		
		2:10-3:00	Anacortes Mill History/Cleanup	Betty Cartaret	FOSB
		3:00-3:05	break		
		3:05-3:55	DNR Aquatic Reserve Program	Erica Bleke	DNR
		3:55-4:00	break		
			Wrapup	Joan Drinkwin	NRC
May 8 Location: Padilla	Nearshore species & Tribal Treaty Rights	1:00-1:15	Announcements	Joan Drinkwin	NRC
		1:15-2:15	Treaty rights/shellfish/Swinomish work	Julie Barber	Swinomish Tribe
		2:15-2:20	break		

Bay Reserve		2:20-3:05	Green crab monitoring	Emily Grason	Sea Grant
		3:05-3:10	break		
		3:10-3:55	Olympia Oyster Restoration/Abalone	Paul Dinnel	Skagit MRC
		3:55-4:05	break		
		4:05-5:00	Kelp and Kelp Monitoring	Lucas Hart	NWSC
May 15 Location: Padilla Bay Reserve	Fishing and Derelict Fishing Gear	1:00-1:15	Announcements	Joan Drinkwin	NRC
		1:15-2:15	Clean Water Act Implementation	Steve Hood	Ecology
		2:15-2:25	break		
		2:25-3:25	State Recreational and Commercial Fishing	Don Velasquez	WDFW
		3:25-3:30	break		
		3:30-4:15	Derelict Fishing Gear	Jason Morgan	NWSF
		4:15-5:00	Recreational Crabber Outreach	Jason Morgan	NWSF
May 22 Location: Padilla Bay Reserve	Culmination	1:00-1:15	Announcements	Joan Drinkwin	NRC
		1:15-2:00	COASST	Julia Parrish	UW
		2:00-2:05	break		
		2:05-2:50	Healthy Watersheds Healthy Communities	Allison Studley	SFEG
		2:50-2:55	break - Group photo		
		2:55-3:15	Volgistics Training	Betty Cartaret	
		3:15-3:30	Evaluation		
		3:30-5:00	Certificates, Pot Luck and Slideshow		

ROSTER OF VOLUNTEERS

2018 Salish Sea Stewards Class

	Name	City	St.	Zip
1	Anna Hesser	Anacortes	WA	98221
2	Bill Murphy	La Conner	WA	98257
3	Carolyn McCarthy	Bow	WA	98232
4	Dale Fournier	La Conner	WA	98257
5	Darla Gay Smith	Anacortes	WA	98221
6	David Barnard	Mount Vernon	WA	98273
7	Don Klopfer	La Conner	WA	98257
8	Ellen Anderson	Mount Vernon	WA	98273
9	Heidi Rooks	Anacortes	WA	98221

10	Janet Nevitt	Burlington	WA	98233
11	Jennifer Selvig	La Conner	WA	98257
12	Joan Helen Linder Magee	Anacortes	WA	98221
13	Jon Nevitt	Burlington	WA	98233
14	Leah Rice	Bow	WA	98232
15	Mette Rousseau	Bow	WA	98232
16	Mike Oras	Anacortes	WA	98221
17	Natalie Niblack	Mount Vernon	WA	98273
18	Peggy Flynn	Anacortes	WA	98221
19	Renee Bavis	Snohomish	WA	98291
20	Richard Raisler	La Conner	WA	98257
21	Robert Lord	Bow	WA	98232
22	Russ Barger			
23	Sara Holahan	Anacortes	WA	98221
24	Stacy Dahl	Bellingham	WA	98229
25	Tony Harrah	La Conner	WA	98257

2018 Salish Sea
Stewards Class

Name	Beach Cleanups	Bowman Bay/Cornet Bay plants stewardship	Fidalgo Bay Aquatic Reserve Bird Monitoring	Fidalgo Bay Aquatic Reserve Citizen Stewardship Committee	Fidalgo Bay Aquatic Reserve Intertidal Beach Monitoring	Forage Fish Interpretation/Outreach	Friends Of Skagit Beaches	Heron Foraging Monitor and Record	Intertidal Beach Monitoring outreach and interpretation	Monofilament Fish Line Recovery and Recycle	Skagit Marine Resources Kelp Monitoring and Surveys
1 Anna Hesser	x		x					x			
2 Bill Murphy								x			
3 Carolyn McCarthy			x		x			x			
4 Dale Fournier	x		x	x							x
5 Darla Gay Smith		x	x	x	x				x	x	
6 David Barnard					x						
7 Don Klopfer											
8 Ellen Anderson										x	
9 Heidi Rooks			x		x						
10 Janet Nevitt	x				x						
11 Jennifer Selvig	x			x	x		x			x	
12 Joan Magee			x		x						x
13 Jon Nevitt	x				x						
14 Leah Rice	x							x			
15 Mette Rousseau						x					
16 Mike Oras	x	x	x		x			x		x	x
17 Natalie Niblack		x	x					x			
18 Peggy Flynn	x	x	x		x		x	x		x	x
19 Renee Bavis	x	x			x			x			
20 Richard Raisler											
21 Robert Lord		x									
22 Russ Barger	x		x								
23 Sara Holahan		x									
24 Stacy Dahl					x			x			x
25 Tony Harrah	x		x								

